

Simmons, Christopher

From: Cox, David
Sent: Wednesday, December 19, 2018 7:26 PM
To: McFarlane, Nancy; Hall, Ruffin; Stephenson, Russ; Buonpane, Louis; Tatum Currin, Robin
Cc: CityCouncilMembers
Subject: Re: Personnel matter

Nancy,

[REDACTED] This email was sent to the City Manager, the City Attorney, and the Chief of Staff with Council members copied. Nothing here has been communicated outside this circle. There has been no deviation whatsoever in protocol. I have never gone directly to staff below the Manager's office, even to Department heads and did not do so in this instance.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

David Cox, PhD
Raleigh City Council

From: McFarlane, Nancy
Sent: Wednesday, December 19, 2018 3:38:41 PM
To: Cox, David; Hall, Ruffin; Stephenson, Russ; Buonpane, Louis; Tatum Currin, Robin
Cc: CityCouncilMembers
Subject: Re: Personnel matter

David,

In response to your email this morning.

Your message to staff and council is totally inappropriate.

It is not in the purview of an individual council member to direct staff how to perform their job, and/or attempt to influence project management.

This is especially the case where a public works project has gone through engineering, environmental concerns and lengthy development.

Your concern for your constituents is understandable, but your [REDACTED]

[REDACTED] is unacceptable.

As per our charter, the council makes decisions as a body. The City Manager, Clerk and City Attorney administer the decisions of that body. Those are the three people that we should communicate with if we have any questions or need additional information.

In order to foster a better working relationship, the Manager has encouraged us to work with the Assistant City Managers and Department Heads. I appreciate this approach and find it to be very helpful as we work together for the City of Raleigh.

However, to continue those relationships, all staff should be respected, and problems resolved without accusatory and inflammatory comments.

If council members abuse this privilege, I would suggest to the Manager that he reconsider the methods by which the council members interact and communicate with our staff.

I want everyone to remember that good working relationships between council and staff are the key to a well-run city.

I am happy to have follow-up conversations regarding this matter if the council would like to take it up.

Thank you,
Nancy

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]